

From: Zahm, Kim B SPA
Sent: Monday, April 16, 2001 1:40 PM
To: Lopez, Gary A SPA
Subject: A Note on Recruiting

Gary,

I don't recall if I gave you feedback from my "recruiting" trip to NMSU. I spoke to the student, Paul Goss, about the Corps and about federal employment, in general. He was active duty Army for 10 years, so there wasn't much, if anything, I could tell him about the benefits of federal employment. He also had done a lot of research on employment opportunities, including federal employment. He said that he had multiple job offers from other employers and thought that many other NMSU CE graduates did, as well. He didn't think that federal pay scales measure up to salaries being offered by private companies. Based on the interview and my recommendations to Cheryl Vinci at HQUSACE, Mr. Goss will receive a job offer from the Corps, but I don't think our chances are good in receiving an acceptance from him. His geographic preferences match DA Intern openings in Savannah and Fort Worth.

Now the note I was referring to in the subject line. I spoke to Dr. Tim Ward, Chairman of the CE Department at UNM. I told him that we might have an opening in SPA for a graduate CE and that there were other openings across the country. He thought that most seniors were already having great success with job offers. He mentioned that the latest data available from CE departments at universities across the country indicate that the 1999 enrollment of civil engineering students is the lowest since 1973. So, the Corps can expect to continue to have recruitment difficulties when the pool of candidates is smaller in number and the federal salaries are behind those being offered by others. Please have your task force keep up the program. Without the tools you are developing, we'll have no luck at all recruiting for the top graduates.

KZ